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# 3H

## Information

### *Educator Preparation Committee*

#### Update on the Commission's Program Surveys

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**Executive Summary:** This agenda item provides an update on implementation of the Commission's program completer surveys, master teacher survey, and employer survey.

**Recommended Action:** For information only

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Professional Services Division

#### Strategic Plan Goal

#### ***II. Program Quality and Accountability***

- a) Develop and maintain rigorous, meaningful, and relevant standards that drive program quality and effectiveness for the preparation of the education workforce and are responsive to the needs of California's diverse student population.

December 2016

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## Update on the Commission's Program Surveys

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### Introduction

This agenda item presents an update to the Commission on the implementation of the Commission's Program Completer Surveys, Master Teacher Survey, and Employer Survey, including recent and current results.

### Background

As part of the work to strengthen and streamline the Commission's accreditation system the Commission has developed and implemented a number of program completer surveys including a survey of master teachers and a survey of employers. Work on the Commission's completer surveys began with the work of the Surveys and Outcomes Data Task Group in 2015. The group's task was to draft brief but focused surveys that can be completed quickly and conveniently by program completers to maximize accuracy of results while also maximizing response rates to make data meaningful to programs, accreditation staff and volunteers, and the general public.

The Commission maintains a [Credential Program Completer Surveys web page](#) where the surveys and statewide results are posted.

### Surveys

The eight surveys developed and administered by the Commission are listed below:

- Preliminary Multiple Subject Completer Survey
- Preliminary Single Subject Completer Survey
- Preliminary Education Specialist Completer Survey
- Preliminary Administrative Services Completer Survey
- Clear/Induction Multiple and Single Subject Survey
- Clear Education Specialist Induction Survey
- Master Teacher Survey
- Employer Survey

The table below describes each survey, including target respondents and the types of data to be collected.

Survey and Respondents	Data to be Collected
<b>Preliminary Multiple Subject Completer</b> Those who completed a preliminary multiple subject credential program and who have been recommended for a credential.	<ul style="list-style-type: none"><li>• Quality of preparation they received to teach according to the TPEs</li><li>• Quality of field experiences including student teaching</li><li>• Quality of preparation they received to teach content for multiple subjects including specific skills in reading and mathematics</li><li>• Overall quality of their preparation program</li><li>• Demographic information (ethnicity and gender)</li></ul>

<b>Survey and Respondents</b>	<b>Data to be Collected</b>
<b>Preliminary Single Subject Completer</b> Those who completed a preliminary single subject credential program and who have been recommended for a credential.	<ul style="list-style-type: none"> <li>• Quality of preparation they received to teach according to the TPEs</li> <li>• Quality of field experiences including student teaching</li> <li>• Quality of preparation they received to teach content for single subjects</li> <li>• Quality of their preparation program.</li> <li>• Demographic information (ethnicity and gender)</li> </ul>
<b>Preliminary Education Specialist Completer</b> Those who completed a preliminary education specialist credential program and who have been recommended for a credential.	<ul style="list-style-type: none"> <li>• Quality of preparation they received to teach according to the TPEs</li> <li>• Quality of preparation they received to teach students with special needs</li> <li>• Quality of field experiences including student teaching</li> <li>• Quality of preparation they received to teach content including specific skills in reading and mathematics</li> <li>• Overall quality of their preparation program</li> <li>• Demographic information (ethnicity and gender)</li> </ul>
<b>Preliminary Administrative Services Completer</b> Those who completed a preliminary administrative services credential program and who have been recommended for a credential.	<ul style="list-style-type: none"> <li>• Quality of preparation they received to be an effective school site administrator according to the CAPEs</li> <li>• Quality of field experiences and other program experiences</li> <li>• Quality of their preparation program</li> <li>• Information about completers' pathways into and reasons for pursuing school leadership preparation</li> <li>• Demographic information (ethnicity and gender)</li> </ul>
<b>General Education (Multiple Subject/Single Subject) Induction and Clear Credential</b> Those who completed a multiple subject or single subject clear credential or induction program and who have been recommended for a clear credential.	<ul style="list-style-type: none"> <li>• Quality of preparation they received to teach according to the CSTPs</li> <li>• Overall quality of their clear/induction program including interactions with support providers</li> <li>• Demographic information (ethnicity and gender)</li> </ul>
<b>Clear Education Specialist Induction</b> Those who completed an education specialist clear credential or induction program and who have been recommended for a clear credential.	<ul style="list-style-type: none"> <li>• Quality of preparation they received to teach according to the CSTPs</li> <li>• Quality of preparation they received to teach students with special needs</li> <li>• Overall quality of their clear/induction program including interactions with support providers</li> <li>• Demographic information (ethnicity and gender)</li> </ul>
<b>Master Teacher</b> Those who serve in the field as master or cooperating teachers supervising student teachers for preliminary multiple subject and single subject credential programs.	<ul style="list-style-type: none"> <li>• Quality of the preparedness of student teachers they work with to teach according to the CSTPs</li> <li>• Quality of the preparedness of student teachers they work with to teach appropriate content for their credential/assignment</li> <li>• Quality of the training, orientation and support the program provides to master teachers</li> </ul>

Survey and Respondents	Data to be Collected
	<ul style="list-style-type: none"> <li>• Quality of the quality of field experiences provided to</li> <li>• Overall quality of preparation of student teachers by the program</li> </ul>
<b>Employer</b> School site administrators who recently hired one or more graduates from a specific program to work as new teachers at their school.	<ul style="list-style-type: none"> <li>• Quality of preparation of recent graduates (last 2-3 years) from the specific program or institution to teach according to the CSTPs</li> </ul>

## Reports

Detailed reports showing the results of each of the surveys are provided to programs and accreditation staff. The statewide reports are posted on the [Credential Program Completer Surveys web page](#) as discussed earlier in this agenda item.

- [Preliminary Multiple Subject](#)
- [Preliminary Single Subject](#)
- [Preliminary Education Specialist](#)
- [Preliminary Master Teacher](#)
- [Preliminary Administrative Services](#)
- [General Education Induction](#)
- [Clear Education Specialist Induction](#)

Programs receive responses to the demographic questions as long as at least ten respondents have selected the response option. This fine level of detail in the reports ensures transparency of the process and allows programs to identify areas of need according to completers and those who work with their completers. Programs with sufficient respondents also have the option of receiving raw data files to conduct their own analysis of survey results. Requiring a minimum of ten responses for publishing reports or data allows the Commission to ensure that candidate responses will not be individually identifiable, a factor which allows respondents to respond as honestly as possible.

## Implementation

The preliminary and clear completer surveys were originally administered in 2015 to gather information from 2014-15 program completers. Responders to these surveys were recommended for a credential and paid for their credential between January 1 and August 15, 2015. In 2016 the preliminary and clear surveys were again administered to candidates who were recommended for a credential and who paid for their credential between January 1 and August 15, 2016.

Starting in the fall of 2016, program completers are routed to the completer survey when a Commission-approved institution recommends them for the specific credential. A completer may elect to not respond to the survey and go directly to pay for the credential.

The Master Teacher Survey was initially implemented in spring 2016. Commission-approved programs were asked to distribute the link to the Master Teacher Survey to all master or cooperating teachers working with candidates in their final student teaching portion of the program.

The Employer Survey was launched in October 2016. A link to the survey was emailed to over 12,000 public school email addresses and over 3,000 private school email addresses. The survey will remain open through December 9, 2016.

### **Update on the Master Teacher and Employer Surveys**

The administration of the completer surveys (Preliminary and Induction) takes place automatically through the online credential recommendation process. The Master Teacher Survey and Employer Survey must be administered a little differently because the Commission does not have information identifying master teachers or employers.

For the Master Teacher Survey the survey link is provided to program staff at Commission-approved Preliminary teacher preparation programs so that it can be forwarded to all Master Teachers working in the field who would respond to the survey regarding student teachers they have in their classrooms. The survey link will be open each semester to allow all master teachers supervising final student teaching to provide feedback. The online survey can be open nearly all year long to accommodate the various schedules used by programs. Staff requests that annually programs provide data on the total number of Master Teachers so that a return rate for the Master Teacher survey can be calculated.

The Employer Survey link is sent to all public and private schools. The site administrator is asked to complete one survey for each program from which newly hired teachers at their school graduated. Initial links were sent in October 2016. The Commission's Employer Survey is administered in the Fall to avoid confusion in the field with the CSU employer survey which is administered statewide each spring. The two surveys take different approaches to collecting the perceptions of employers.

### **Cooperation with the California State University**

During the process of developing and revising the surveys Commission staff met with representatives of the CSU's Center for Teacher Quality (CTQ). The CTQ has been administering surveys to program completers and employers for many years. The CTQ administers a completer survey from all CSU campuses as well as one year out surveys of completers and employers. There are additional non-CSU institutions that contract with the CTQ for the one year out completer and employer surveys.

Commission and CSU staff agreed to collaborate to reduce potential survey overload for individuals who complete CSU teacher preparation programs so that they will not be asked to complete two different surveys, one from CTQ and one from the Commission at the time of program completion. Beginning in 2016, the CTQ embedded the questions from the Commission's program completer surveys (Preliminary Multiple Subject, Single Subject, and

Education Specialist programs) into its own surveys for program completers. This allows individuals to complete a single survey instead of two different surveys. Commission staff has provided the survey questions and response options to CTQ and CTQ provides data collected for these questions back to the Commission.

### Summer 2016 Completer Survey Response

Beginning in 2016 completers were linked directly to the survey at the time they pay for their credential, making it a much more seamless part of the credentialing process and increasing response rates overall. Table 1 below shows the statewide response rates for each of the six completer surveys administered.

**Table 1: Program Completer Survey Statewide Response Rates, 2016**

Survey	# of Completers	# of Respondents	% of Respondents
Preliminary Multiple Subject	3,421	1,163	34.0 %
Preliminary Single Subject	3,563	1,480	41.5 %
Preliminary Education Specialist	1,448	479	33.1 %
Preliminary Administrative Services	1,608	518	32.2 %
Clear General Education (MS, SS)	8,478	2,303	27.2 %
Clear Education Specialist	1,774	574	32.7 %

### Master Teacher Survey Response Rates

The Master Teacher Survey and Employer Survey are administered separately from the completer surveys. Links to the Master Teacher and Employer Surveys are emailed to respondents. Table 2 below shows the statewide response rates for the Master Teacher Survey following administration this past spring. The employer survey was just opened in October 2016 and we do not yet have any summary data.

**Table 2: Program Survey Statewide Response Rates, 2016**

Survey	# of Master Teachers	# of Respondents	% of Respondents
Master Teacher Survey	12,444	3,996	32.1 %

### Survey Findings

The tables below show demographic information about the survey responders and highlights of some of the more interesting information obtained from the surveys.

**Table 3: Demographic Percentages of Program Completers, 2016**

Survey	Preliminary				Clear	
	MS	SS	Ed Sp	Administrative Services	General Ed (MS/SS)	Ed Sp
<b>What is your Gender?</b>						
Female	87.3	55.2	76.8	69.7	75.1	79.7
Male	11.1	41.1	19.6	28.7	22.2	17.7

Survey	Preliminary				Clear	
	MS	SS	Ed Sp	Administrative Services	General Ed (MS/SS)	Ed Sp
Decline to state	1.6	3.7	3.6	1.6	2.7	2.6
<b>Are you Hispanic or Latino</b>						
No, not Hispanic or Latino	77.1	72.9	69.3	74.1	74.3	74.9
Yes, Hispanic or Latino	22.9	27.1	30.7	25.9	25.7	25.1
<b>What is your race? Mark all that apply</b>						
American Indian or Alaska Native	2.8	2.4	5.8	2.3	3.9	4.5
Chinese	2.2	4.2	2.9	2.3	3.2	1.9
Japanese	1.9	2.2	3.5	1.4	2.3	2.3
Korean	1.9	2.2	0.8	0.4	1.5	0.2
Vietnamese	0.4	2.0	1.3	1.2	1.3	0.5
Asian Indian	0.9	1.6	0.6	1.2	1.1	1.7
Laotian	0.2	0.1	0.4	0.0	0.2	0.0
Cambodian	0.4	0.5	0.2	0.0	0.3	0.2
Filipino	2.8	3.8	2.1	2.3	2.6	2.6
Hmong	1.3	0.5	0.2	0.2	0.4	0.2
Other Asian	1.5	0.9	0.4	0.6	1.1	1.4
Black or African American	2.9	3.0	5.8	10.2	4.5	4.9
Hawaiian	0.3	0.4	0.6	0.0	0.5	0.2
Guamanian	0.3	0.3	0.4	0.0	0.3	0.0
Samoan	0.1	0.1	0.2	0.0	0.1	0.5
Tahitian	0.1	0.2	0.2	0.0	0.2	0.0
Other Pacific Islander	0.3	0.3	0.4	0.2	0.3	0.0
White	73.5	67.0	67.2	66.6	71.8	71.8

Table 4 shows responses to questions about candidate impressions of overall program quality and field experience which occur across surveys.

**Table 4: Selected Findings from Program Completer Surveys, 2016**

Survey	Preliminary				Clear	
	MS	SS	Ed Sp	Administrative	General Ed (MS/SS)	Ed Sp
<b>Overall, how effective was your teacher preparation program developing the skills or tools you needed to become a teacher?</b>						
Not at all effective	0.5%	1.2%	2.0%	1.8%	6.3%	4.2%
Somewhat e effective	9.8%	12.5%	11.3%	7.6%	18.4%	16.3%
Effective	36.7%	40.6%	37.2%	31.9%	35.0%	34.7%
Very effective	53.0%	45.7%	49.5%	58.7%	40.2%	44.8%
<b>Mean (1-4 point scale)</b>	<b>3.42</b>	<b>3.31</b>	<b>3.34</b>	<b>3.47</b>	<b>3.09</b>	<b>3.20</b>
<b>SD</b>	<b>0.69</b>	<b>0.73</b>	<b>0.76</b>	<b>0.71</b>	<b>0.91</b>	<b>0.86</b>

Survey	Preliminary				Clear	
	MS	SS	Ed Sp	Administrative	General Ed (MS/SS)	Ed Sp
<b>Field Experience</b>						
<b>My field experience helped me integrate and apply the major ideas developed through program coursework</b> (for admin – my field experience helped me to prepare me for my role as a school leader)						
Strongly disagree	0.8%	0.9%	1.1%	3.0%	Not applicable	
Disagree	1.1%	1.6%	2.0%	1.8%		
Neutral	7.2%	9.6%	7.3%	7.5%		
Agree	36.1%	38.2%	36.1%	35.0%		
Strongly agree	54.7%	49.6%	53.5%	52.6%		
<b>Mean (1-5 point scale)</b>	<b>4.43</b>	<b>4.34</b>	<b>4.39</b>	<b>4.32</b>		
<b>SD</b>	<b>0.74</b>	<b>0.79</b>	<b>0.80</b>	<b>0.92</b>		

Starting in late September 2016, program completers are taken to the completer survey when a Commission-approved institution recommends them for the specific credential. A completer may elect to not respond to the survey and go directly to pay for the credential, but we are finding that most do respond to the survey. More recent response rates since this new process has been implemented are shown in Table 5 below.

**Table 5: PSD Completer Survey Stats (2017 surveys), at about 2016-11-22 1:10 PM**

Survey	# of Recommends	# of Surveys Completed	% Completed Survey
Preliminary Multiple Subject	226	162	71.7 %
Preliminary Single Subject	121	94	77.7 %
Preliminary Education Specialist	161	107	66.5 %
Preliminary Administrative Services	292	235	80.5 %
General Ed (MS/SS) Clear	546	413	75.6 %
Clear Education Specialist Clear	167	114	68.3 %

Early indications suggest that the new process of linking completers to the surveys at the time they pay for their credentials is having a positive impact on survey response rates.

### Next Steps

Commission staff will collaborate on data from the surveys that can be incorporated into the Commission's data dashboards. Staff is working with representatives from the segments that offer educator preparation in California as well as the Committee on Accreditation to determine how the Commission's surveys will be used in the Accreditation system.



## Appendix A

### Preliminary Program Response Rate

Institution	Multiple Subject			Single Subject			Education Specialist			Administrative Services		
	# Completers	# of Respondents	% of Respondents	# Completers	# of Respondents	% of Respondents	# Completers	# of Respondents	% of Respondents	# Completers	# of Respondents	% of Respondents
ACADEMY OF ART UNIVERSITY				1	0	0.0%						
ALLIANT INTERNATIONAL UNIVERSITY	3	0	0.0%	12	5	41.7%	6	3	50.0%			
ANIMO LEADERSHIP CHARTER HIGH SCHOOL (GREEN DOT PUBLIC SCHOOLS)										4	2	50.0%
ANTIOCH UNIVERSITY	7	1	14.3%				6	2	33.3%			
AZUSA PACIFIC UNIVERSITY	49	8	16.3%	71	18	25.4%	56	11	19.6%	48	19	39.6%
BARD COLLEGE				8	1	12.5%						
BAY AREA SCHOOL OF ENTERPRISE (REACH INSTITUTE)				1	1	100.0%				5	3	60.0%
BIOLA UNIVERSITY	40	11	27.5%	13	2	15.4%	2	2	100.0%			
BRANDMAN UNIVERSITY	60	14	23.3%	55	18	32.7%	39	15	38.5%	67	29	43.3%
CAL POLY, POMONA	25	21	84.0%	67	54	80.6%	25	18	72.0%	18	4	22.2%
CAL POLY, SAN LUIS OBISPO	39	0	0.0%	50	0	0.0%	16	0	0.0%	6	2	33.3%
CALIFORNIA BAPTIST UNIVERSITY	32	8	25.0%	27	5	18.5%	12	2	16.7%	3	2	66.7%
CALIFORNIA LUTHERAN UNIVERSITY	31	7	22.6%	32	3	9.4%	22	8	36.4%	39	10	25.6%
CALSTATE TEACH	171	51	29.8%									
CHAPMAN UNIVERSITY	19	3	15.8%	17	2	11.8%	14	3	21.4%			
CLAREMONT GRADUATE UNIVERSITY	1	0	0.0%	7	1	14.3%	4	3	75.0%			
CONCORDIA UNIVERSITY IRVINE	14	5	35.7%	21	4	19.0%	4	1	25.0%	140	44	31.4%
CSU, BAKERSFIELD	85	62	72.9%	67	48	71.6%	27	18	66.7%	15	5	33.3%
CSU, CHANNEL ISLANDS	32	16	50.0%	26	9	34.6%	6	6	100.0%	3	1	33.3%
CSU, CHICO	92	55	59.8%	84	31	36.9%	41	24	58.5%	5	1	20.0%
CSU, DOMINGUEZ HILLS	39	4	10.3%	82	9	11.0%	41	20	48.8%	85	28	32.9%
CSU, EAST BAY	47	45	95.7%	53	52	98.1%	9	9	100.0%	58	15	25.9%
CSU, FRESNO	171	64	37.4%	148	86	58.1%	13	7	53.8%	39	9	23.1%
CSU, FULLERTON	129	53	41.1%	170	105	61.8%	79	40	50.6%	20	3	15.0%
CSU, LONG BEACH	103	7	6.8%	226	120	53.1%	21	0	0.0%	34	8	23.5%
CSU, LOS ANGELES	58	4	6.9%	82	40	48.8%	49	15	30.6%	34	15	44.1%
CSU, MONTEREY BAY	21	14	66.7%	30	22	73.3%	11	8	72.7%			

## Appendix A

### Preliminary Program Response Rate

Institution	Multiple Subject			Single Subject			Education Specialist			Administrative Services		
	# Completers	# of Respondents	% of Respondents	# Completers	# of Respondents	% of Respondents	# Completers	# of Respondents	% of Respondents	# Completers	# of Respondents	% of Respondents
CSU, NORTHRIDGE	108	66	61.1%	115	70	60.9%	42	11	26.2%	68	16	23.5%
CSU, SACRAMENTO	111	68	61.3%	90	71	78.9%	25	10	40.0%	6	2	33.3%
CSU, SAN BERNARDINO	41	17	41.5%	86	45	52.3%	37	6	16.2%	22	10	45.5%
CSU, SAN MARCOS	118	53	44.9%	42	33	78.6%	39	7	17.9%	11	6	54.5%
CSU, STANISLAUS	87	12	13.8%	60	10	16.7%	16	0	0.0%	39	8	20.5%
DOMINICAN UNIVERSITY OF CALIFORNIA	21	8	38.1%	27	7	25.9%	11	3	27.3%			
FRESNO PACIFIC UNIVERSITY	59	15	25.4%	28	9	32.1%	13	2	15.4%	21	7	33.3%
HEBREW UNION COLLEGE	2	1	50.0%									
HIGH TECH HIGH	7	2	28.6%	9	2	22.2%	5	0	0.0%			
HOLY NAMES UNIVERSITY	2	1	50.0%	1	1	100.0%	6	2	33.3%			
HOPE INTERNATIONAL UNIVERSITY	4	1	25.0%	2	0	0.0%						
HUMBOLDT STATE UNIVERSITY	30	24	80.0%	38	28	73.7%	11	8	72.7%	21	9	42.9%
HUMPHREYS COLLEGE	4	4	100.0%									
LA SIERRA UNIVERSITY	1	1	100.0%									
LOS ANGELES COE				1	0	0.0%	10	3	30.0%			
LOS ANGELES USD				3	0	0.0%	135	37	27.4%			
LOYOLA MARYMOUNT UNIVERSITY	87	16	18.4%	91	28	30.8%	52	8	15.4%	13	4	30.8%
MADERA COE										31	13	41.9%
MILLS COLLEGE	10	1	10.0%	25	7	28.0%				2	0	0.0%
MOUNT SAINT MARY'S UNIVERSITY	9	1	11.1%	8	2	25.0%	12	2	16.7%			
MT. DIABLO USD				6	1	16.7%	6	1	16.7%	1	0	0.0%
NATIONAL UNIVERSITY	152	35	23.0%	190	56	29.5%	200	50	25.0%	237	78	32.9%
NOTRE DAME DE NAMUR UNIVERSITY	16	7	43.8%	25	7	28.0%	14	3	21.4%	3	1	33.3%
ORANGE COUNTY DOE										47	22	46.8%
PACIFIC OAKS COLLEGE	11	2	18.2%				8	2	25.0%			
PACIFIC UNION COLLEGE	4	1	25.0%	5	1	20.0%						
PATTEN UNIVERSITY				8	5	62.5%						
PEPPERDINE UNIVERSITY	24	7	29.2%	8	1	12.5%				2	0	0.0%

## Appendix A

### Preliminary Program Response Rate

Institution	Multiple Subject			Single Subject			Education Specialist			Administrative Services		
	# Com- pleters	# of Respond ents	% of Respond ents	# Com- pleters	# of Respond ents	% of Respond ents	# Com- pleters	# of Respond ents	% of Respond ents	# Com- pleters	# of Respond ents	% of Respond ents
POINT LOMA NAZARENE UNIVERSITY	46	7	15.2%	38	6	15.8%	54	9	16.7%	48	11	22.9%
SACRAMENTO COE				1	0	0.0%				77	26	33.8%
SAN DIEGO CHRISTIAN COLLEGE	4	1	25.0%	5	0	0.0%						
SAN DIEGO COE										38	17	44.7%
SAN DIEGO STATE UNIVERSITY	114	76	66.7%	121	84	69.4%	29	21	72.4%	47	13	27.7%
SAN FRANCISCO STATE UNIVERSITY	37	12	32.4%	64	48	75.0%	41	17	41.5%	8	2	25.0%
SAN JOAQUIN COE	17	4	23.5%	26	4	15.4%	24	5	20.8%			
SAN JOSE STATE UNIVERSITY	54	14	25.9%	61	0	0.0%	12	0	0.0%	19	2	10.5%
SANTA BARBARA CEO										1	0	0.0%
SANTA CLARA COE							3	2	66.7%	74	31	41.9%
SANTA CLARA UNIVERSITY	27	7	25.9%	23	9	39.1%				8	2	25.0%
SIMPSON UNIVERSITY	23	6	26.1%	13	2	15.4%				4	2	50.0%
SONOMA STATE UNIVERSITY	54	29	53.7%	73	70	95.9%	15	11	73.3%	7	1	14.3%
ST. MARY'S COLLEGE OF CALIFORNIA	45	12	26.7%	25	2	8.0%	11	2	18.2%	6	1	16.7%
STANFORD UNIVERSITY	19	1	5.3%	64	9	14.1%						
TEACHERS COLLEGE OF SAN JOAQUIN	1	0	0.0%	7	2	28.6%	7	2	28.6%	41	9	22.0%
THE MASTER'S COLLEGE	10	1	10.0%	3	2	66.7%						
TOURO UNIVERSITY	7	1	14.3%	7	3	42.9%	4	0	0.0%			
TULARE COE	4	0	0.0%	2	0	0.0%				7	3	42.9%
UC, BERKELEY	12	4	33.3%	28	7	25.0%				4	3	75.0%
UC, DAVIS	38	8	21.1%	60	20	33.3%						
UC, IRVINE	79	6	7.6%	110	32	29.1%				12	0	0.0%
UC, LOS ANGELES	21	2	9.5%	49	12	24.5%	13	3	23.1%	13	4	30.8%
UC, RIVERSIDE	43	7	16.3%	55	10	18.2%	5	1	20.0%			
UC, SAN DIEGO	35	9	25.7%	22	4	18.2%	4	2	50.0%			
UC, SANTA BARBARA	32	12	37.5%	40	21	52.5%	7	4	57.1%			
UC, SANTA CRUZ	13	1	7.7%	23	4	17.4%						
UNITED STATES UNIVERSITY				1	0	0.0%						

## Appendix A

### Preliminary Program Response Rate

Institution	Multiple Subject			Single Subject			Education Specialist			Administrative Services		
	# Completers	# of Respondents	% of Respondents	# Completers	# of Respondents	% of Respondents	# Completers	# of Respondents	% of Respondents	# Completers	# of Respondents	% of Respondents
UNIVERSITY OF LA VERNE	73	25	34.2%	37	12	32.4%	13	7	53.8%	15	5	33.3%
UNIVERSITY OF PHOENIX	47	16	34.0%	52	18	34.6%				7	2	28.6%
UNIVERSITY OF REDLANDS	88	17	19.3%	113	21	18.6%	20	8	40.0%	9	4	44.4%
UNIVERSITY OF SAN DIEGO	34	9	26.5%	21	8	38.1%	8	1	12.5%	10	4	40.0%
UNIVERSITY OF SAN FRANCISCO	59	17	28.8%	37	6	16.2%	1	0	0.0%	3	0	0.0%
UNIVERSITY OF SOUTHERN CALIFORNIA	44	14	31.8%	67	18	26.9%	10	5	50.0%	2	0	0.0%
UNIVERSITY OF THE PACIFIC	61	10	16.4%	30	1	3.3%	19	8	42.1%	1	0	0.0%
VANGUARD UNIVERSITY	22	9	40.9%	11	6	54.5%						
WESTERN GOVERNORS UNIVERSITY	44	18	40.9%	38	16	42.1%						
WESTMONT COLLEGE	7	3	42.9%	6	0	0.0%						
WHITTIER COLLEGE	6	2	33.3%	8	2	25.0%	3	1	33.3%			
WILLIAM JESSUP UNIVERSITY	25	7	28.0%	4	1	25.0%						
<b>Totals</b>	<b>3421</b>	<b>1163</b>	<b>34.0%</b>	<b>3563</b>	<b>1480</b>	<b>41.5%</b>	<b>1448</b>	<b>479</b>	<b>33.1%</b>	<b>1608</b>	<b>518</b>	<b>32.2%</b>

## Appendix B

### Clear Credential Response Rates

Institution	General Education (MS/SS) Induction			Clear Education Specialist Induction		
	# Program Completers	# of Respondents	% of Respondents	# Program Completers	# of Respondents	% of Respondents
ALHAMBRA USD	17	0	0.00%			
ALLIANT INTERNATIONAL UNIVERSITY				2	0	0.00%
ANAHEIM ELEMENTARY SCHOOL DISTRICT	19	4	21.05%			
ANAHEIM UNION HIGH SCHOOL DISTRICT	14	6	42.86%			
ANIMO LEADERSHIP CHARTER HIGH SCHOOL (GREEN DOT PUBLIC SCHOOLS)	7	0	0.00%			
ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT	19	9	47.37%	4	0	0.00%
ANTIOCH UNIVERSITY	13	3	23.08%			
ANTIOCH USD	32	7	21.88%	7	2	28.57%
ARCADIA USD	13	6	46.15%			
ASPIRE PUBLIC SCHOOLS	17	7	41.18%			
AZUSA PACIFIC UNIVERSITY	38	13	34.21%	68	22	32.35%
AZUSA USD	12	5	41.67%			
BAKERSFIELD CITY SCHOOL DISTRICT	77	51	66.23%	10	3	30.00%
BAY AREA SCHOOL OF ENTERPRISE (REACH INSTITUTE)	50	10	20.00%			
BELLFLOWER USD	26	8	30.77%			
BIOLA UNIVERSITY	3	2	66.67%			
BRENTWOOD UNION SCHOOL DISTRICT	27	9	33.33%	11	5	45.45%
BURBANK USD	3	1	33.33%			
BUTTE COE	4	2	50.00%	1	0	0.00%
CALIFORNIA SCHOOL FOR THE DEAF, FREMONT				3	2	66.67%
CALSTATE TEACH	1	0	0.00%			
CAMPBELL UNION SCHOOL DISTRICT	76	33	43.42%	6	2	33.33%
CAPISTRANO USD	54	16	29.63%	4	1	25.00%
CENTRAL USD	21	7	33.33%			
CHAFFEY JOINT UNION HIGH SCHOOL DISTRICT	20	5	25.00%			
CHULA VISTA ELEMENTARY SCHOOL DISTRICT	32	8	25.00%			
CLAREMONT GRADUATE UNIVERSITY	21	9	42.86%	2	1	50.00%
CLOVIS USD	54	13	24.07%	16	7	43.75%
COMPTON USD	18	10	55.56%			
CONCORDIA UNIVERSITY IRVINE	8	1	12.50%	1	0	0.00%
CONEJO VALLEY USD	15	4	26.67%	2	0	0.00%
CONTRA COSTA COE	179	49	27.37%	37	9	24.32%
CORONA-NORCO USD	37	8	21.62%	7	1	14.29%
CSU, BAKERSFIELD				15	4	26.67%
CSU, DOMINGUEZ HILLS				21	3	14.29%
CSU, FRESNO				16	4	25.00%
CSU, FULLERTON	65	26	40.00%	75	23	30.67%
CSU, LONG BEACH				4	1	25.00%
CSU, LOS ANGELES				45	12	26.67%

## Appendix B

### Clear Credential Response Rates

Institution	General Education (MS/SS) Induction			Clear Education Specialist Induction		
	# Program Completers	# of Respondents	% of Respondents	# Program Completers	# of Respondents	% of Respondents
CSU, NORTHRIDGE	58	16	27.59%	57	18	31.58%
CSU, SAN BERNARDINO				6	2	33.33%
CULVER CITY USD	9	3	33.33%			
CUPERTINO UNION SCHOOL DISTRICT	35	7	20.00%	5	1	20.00%
DAVIS JOINT USD	48	6	12.50%	13	3	23.08%
DOS PALOS ORO LOMA JOINT USD	3	1	33.33%			
EL DORADO COE	86	25	29.07%	34	10	29.41%
EL RANCHO USD	12	2	16.67%	8	1	12.50%
ELK GROVE USD	47	13	27.66%	20	8	40.00%
ENCINITAS UNION SCHOOL DISTRICT	15	4	26.67%			
ESCONDIDO UNION SCHOOL DISTRICT	27	5	18.52%			
ETIWANDA SCHOOL DISTRICT	5	1	20.00%	3	2	66.67%
EVERGREEN SCHOOL DISTRICT	5	1	20.00%			
FAIRFIELD-SUISUN USD	14	2	14.29%			
FONTANA USD	27	7	25.93%	12	2	16.67%
FREMONT UNION HIGH SCHOOL DISTRICT	18	3	16.67%	6	2	33.33%
FREMONT USD	73	19	26.03%	6	3	50.00%
FRESNO COE	89	31	34.83%	23	11	47.83%
FRESNO PACIFIC UNIVERSITY	5	1	20.00%	5	1	20.00%
FRESNO USD	98	33	33.67%			
FULLERTON SCHOOL DISTRICT	34	12	35.29%			
GARDEN GROVE USD	3	1	33.33%			
GREENFIELD UNION SCHOOL DISTRICT	18	7	38.89%			
GROSSMONT UNION HIGH SCHOOL DISTRICT	8	2	25.00%			
HACIENDA LA PUENTE USD	31	6	19.35%	1	1	100.00%
HANFORD ELEMENTARY SCHOOL DISTRICT	3	1	33.33%			
HAYWARD USD	42	14	33.33%			
HEBREW UNION COLLEGE	7	3	42.86%			
HIGH TECH HIGH	47	17	36.17%	7	4	57.14%
IMPERIAL COE	40	15	37.50%			
IRVINE USD	32	4	12.50%			
KERN COUNTY SUPERINTENDENT OF SCHOOLS	180	74	41.11%	25	10	40.00%
KERN HIGH SCHOOL DISTRICT	25	11	44.00%	4	0	0.00%
KINGS COE	28	6	21.43%	1	0	0.00%
LA MESA-SPRING VALLEY SCHOOL DISTRICT	2	2	100.00%			
LA SIERRA UNIVERSITY	4	0	0.00%			
LANCASTER SCHOOL DISTRICT	35	12	34.29%	2	1	50.00%
LONG BEACH USD	19	4	21.05%	5	1	20.00%
LOS ANGELES COE	124	38	30.65%	65	24	36.92%
LOS ANGELES USD	310	62	20.00%	126	58	46.03%

## Appendix B

### Clear Credential Response Rates

Institution	General Education (MS/SS) Induction			Clear Education Specialist Induction		
	# Program Completers	# of Respondents	% of Respondents	# Program Completers	# of Respondents	% of Respondents
LOS BANOS USD	18	5	27.78%	2	1	50.00%
LOYOLA MARYMOUNT UNIVERSITY	33	12	36.36%			
MADERA USD	51	12	23.53%			
MANTECA USD	25	4	16.00%			
MARIN COE	11	2	18.18%	4	0	0.00%
MERCED COE	34	8	23.53%			
MERCED UNION HIGH SCHOOL DISTRICT	16	2	12.50%	9	1	11.11%
MILPITAS USD	10	0	0.00%			
MODESTO CITY SCHOOLS	31	9	29.03%			
MONTEBELLO USD	22	5	22.73%			
MONTEREY COE	88	31	35.23%	16	5	31.25%
MOUNT SAINT MARY'S UNIVERSITY	34	8	23.53%			
MT. DIABLO USD	38	9	23.68%	1	1	100.00%
MURRIETA VALLEY USD	15	7	46.67%	2	2	100.00%
NAPA COE	46	7	15.22%	3	2	66.67%
NATIONAL UNIVERSITY	14	2	14.29%	18	5	27.78%
NEW HAVEN USD	17	3	17.65%	1	0	0.00%
NEWARK USD	39	15	38.46%	12	3	25.00%
OAK GROVE SCHOOL DISTRICT	29	6	20.69%	6	0	0.00%
OAKLAND USD	110	23	20.91%	12	4	33.33%
OCEAN VIEW SCHOOL DISTRICT	25	3	12.00%			
ONTARIO-MONTCLAIR SCHOOL DISTRICT	16	5	31.25%			
ORANGE COUNTY DEPARTMENT OF EDUCATION	114	38	33.33%	34	8	23.53%
ORANGE USD	35	10	28.57%	13	5	38.46%
PALMDALE SCHOOL DISTRICT	29	8	27.59%	2	1	50.00%
PALO ALTO USD	25	6	24.00%			
PALOS VERDES PENINSULA USD	47	8	17.02%			
PANAMA-BUENA VISTA UNION SCHOOL DISTRICT	28	12	42.86%	6	3	50.00%
PARAMOUNT USD	8	2	25.00%			
PASADENA USD	22	6	27.27%			
PLACENTIA-YORBA LINDA USD	26	6	23.08%			
PLACER COE	66	18	27.27%	16	6	37.50%
Placer County BTSA Induction Program	1	0	0.00%			
PLEASANTON USD	125	23	18.40%	13	6	46.15%
POINT LOMA NAZARENE UNIVERSITY	6	1	16.67%	30	5	16.67%
POMONA USD	11	1	9.09%			
POWAY USD	35	11	31.43%	7	4	57.14%
PUC SCHOOLS	39	8	20.51%			
RIALTO USD	37	15	40.54%	11	2	18.18%
RIVERSIDE COE	943	243	25.77%	173	56	32.37%

## Appendix B

### Clear Credential Response Rates

Institution	General Education (MS/SS) Induction			Clear Education Specialist Induction		
	# Program Completers	# of Respondents	% of Respondents	# Program Completers	# of Respondents	% of Respondents
RIVERSIDE USD	52	15	28.85%	17	6	35.29%
ROWLAND USD	14	3	21.43%			
SACRAMENTO CITY USD	40	11	27.50%	2	0	0.00%
SACRAMENTO COE	231	64	27.71%	47	18	38.30%
SADDLEBACK VALLEY USD	29	12	41.38%			
SAN BERNARDINO CITY USD	50	5	10.00%	16	2	12.50%
SAN DIEGO COE	177	52	29.38%	46	17	36.96%
SAN DIEGO STATE UNIVERSITY	174	39	22.41%	14	4	28.57%
SAN DIEGO USD	102	11	10.78%	29	12	41.38%
SAN DIEGUITO UNION HIGH SCHOOL DISTRICT	16	1	6.25%	1	0	0.00%
SAN FRANCISCO STATE UNIVERSITY				45	11	24.44%
SAN FRANCISCO USD	118	24	20.34%			
SAN GABRIEL USD	30	13	43.33%			
SAN JOSE USD	68	17	25.00%	6	2	33.33%
SAN JUAN USD	55	11	20.00%	17	2	11.76%
SAN LUIS OBISPO COE	55	14	25.45%	13	5	38.46%
SAN MARCOS USD	59	17	28.81%	9	2	22.22%
SAN MATEO - FOSTER CITY SCHOOL DISTRICT	34	9	26.47%	4	2	50.00%
SAN MATEO COE	82	17	20.73%	24	11	45.83%
SAN RAMON VALLEY USD	59	18	30.51%	6	1	16.67%
SANGER USD	30	5	16.67%			
SANTA ANA USD	4	2	50.00%			
SANTA BARBARA COUNTY EDUCATION OFFICE	114	27	23.68%	22	8	36.36%
SANTA CLARA COE				16	4	25.00%
SANTA CLARA UNIVERSITY	2	1	50.00%			
SANTA CLARA USD	13	5	38.46%	3	1	33.33%
SANTA CRUZ COE	173	33	19.08%	30	13	43.33%
SANTA MONICA-MALIBU USD	2	0	0.00%			
SAUGUS UNION SCHOOL DISTRICT	22	8	36.36%	6	2	33.33%
SCHOOL FOR INTEGRATED ACADEMICS AND TECHNOLOGY (SIA TECH)	10	4	40.00%	1	0	0.00%
SELMA USD	26	8	30.77%			
SEQUOIA UNION HIGH SCHOOL DISTRICT	19	4	21.05%			
SONOMA COE	77	16	20.78%	22	9	40.91%
SOUTH SAN FRANCISCO USD	16	6	37.50%			
STANISLAUS COE	139	39	28.06%	28	7	25.00%
STOCKTON USD	18	7	38.89%	3	0	0.00%
SUMMIT PUBLIC SCHOOLS	10	1	10.00%			
SUTTER COUNTY SUPERINTENDENT OF SCHOOLS	19	6	31.58%	2	1	50.00%
TEACHERS COLLEGE OF SAN JOAQUIN	87	23	26.44%	45	14	31.11%



## Appendix B

### Clear Credential Response Rates

Institution	General Education (MS/SS) Induction			Clear Education Specialist Induction		
	# Program Completers	# of Respondents	% of Respondents	# Program Completers	# of Respondents	% of Respondents
TEHAMA COUNTY DEPARTMENT OF EDUCATION	104	35	33.65%	18	8	44.44%
TEMPLE CITY USD	14	4	28.57%			
TORRANCE USD	36	9	25.00%			
TRACY USD	18	5	27.78%	1	0	0.00%
TULARE CITY SCHOOL DISTRICT	13	6	46.15%	2	0	0.00%
TULARE COE	95	22	23.16%	3	1	33.33%
TUSTIN USD	33	6	18.18%	4	2	50.00%
UC, LOS ANGELES	197	63	31.98%	22	5	22.73%
UC, RIVERSIDE	28	8	28.57%			
UC, SAN DIEGO	277	75	27.08%			
VALLEJO CITY USD	22	10	45.45%			
VENTURA COE	124	35	28.23%	25	8	32.00%
VISALIA USD	61	13	21.31%			
VISTA USD	47	10	21.28%	5	3	60.00%
WALNUT VALLEY USD	51	11	21.57%	9	3	33.33%
WASHINGTON USD	28	8	28.57%			
WEST CONTRA COSTA USD	35	7	20.00%	3	0	0.00%
WEST COVINA USD	55	18	32.73%	19	2	10.53%
WESTSIDE UNION SCHOOL DISTRICT	8	1	12.50%	2	1	50.00%
WILLIAM S. HART UNION HIGH SCHOOL DISTRICT	29	12	41.38%	5	2	40.00%
<b>Totals</b>	<b>8478</b>	<b>2303</b>	<b>27.16%</b>	<b>1774</b>	<b>574</b>	<b>32.36%</b>